

Presented by Laura Groce November 28, 2007

"Building Tomorrow's Workforce Today"



NASA's Awards Vision

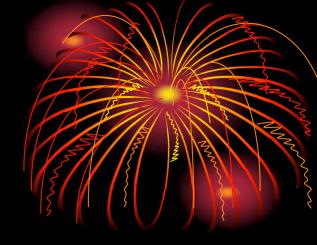
Awards are given...

For the right contribution

To the right person

At the right time/place.

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Purpose

To provide recognition of employees for exemplary accomplishments toward improvement of efficiency and effectiveness within NASA and MSFC.

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- * Monetary
- * Non-Monetary
 - Time-Off
 - Honorary
 - Informal Recognition
- *** Other Awards**

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Monetary Awards

- * Sustained Superior Performance Award
- Quality Step Increase*
- * Special Service Award
- * On-the-Spot Award
- Group Achievement Award
- * Research & Technology Award*
- * Technology Transfer Award*
- * Suggestion Award

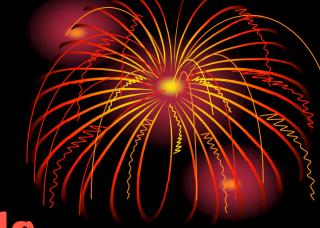
*Award is administered by a different office

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- * Time-Off Award
- Group Achievement Award
- Suggestion Award
- * Honorary Awards
 - NASA Honor Award
 - MSFC Honor Award
- Informal Recognition Award

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Other Awards

- **External Awards**
- * Length-of-Service Award
- Inventor of the Year Award*
- * Software of the Year Award*
- * Patent Award*

*Award is administered by a different office

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- Specify organizational goals
- * Tie recognition to goals/outcome
- * Recognize employees with rewards they value
- Determine who is deserving of recognition

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Supervisor's Responsibility

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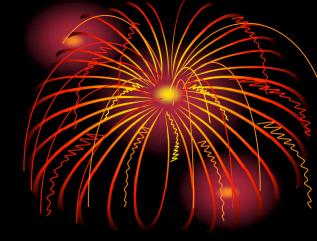
- Submit awards in a timely manner
- Write a justification/citation of <u>substance</u>. It should be clear what contributions were made.

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Evaluation Questions

- * What are our awards rewarding?
- * Do our awards support organizational goals?
- * Do our awards send mixed messages?
- Are there accomplishments/results that go unrecognized?
- * How do our employees want to be recognized?
- Are the same people receiving awards every year?

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